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The Army's EO Program and Policies



Lesson 3: Self-paced Tutorial

Course Objectives

Upon completion of this course, learners will have a sound understanding of:

- the Army's Policy Statement
- the Army's EO Policy
- the EO Concept, Principles, and Program Components



History

- The Army's Equal Opportunity Program was born in response to violent confrontations that erupted between racial and ethnic groups at posts and installations in the Continental United States (CONUS) and at overseas locations in 1969 and 1970. Many believed that these violent eruptions were in response to earlier race riots that had taken place in almost every major city across the country.



History

- After numerous reports, task force studies, and soldier surveys, the one issue that permeated all findings was the actual or perceived issue of discrimination. Soldiers' morale was at an all time low, and a significant failure of communication existed across racial lines. These issues seriously jeopardized mission effectiveness and adversely undermined the Army's combat readiness.



History

- The earliest attempt to institutionalize equal opportunity in the Army probably began with President Truman's executive order to desegregate the services in 1948. However, the 22 years that followed saw no significant, deliberate, well-conceived plan or program to check systemic discrimination and other forms of unequal treatment. Since 1970, the Army has been engaged in a long range program designed to ensure and improve combat readiness through an effective equal opportunity program.



Current Times

- Today, many changes have occurred, moving the Army's Equal Opportunity (EO) Program from a strictly educational and training initiative to a multifaceted management program with clear goals and objectives. Today's Army EO program addresses not only the long-term and sometimes inherent problems of discrimination, but also attempts to clarify and provide guidance to commanders on other issues related to religious accommodations, affirmative actions, unit cohesion, team building, and fair treatment.



Pop Quiz

In addition to addressing the long-term problems of discrimination, today's Army EO program does not address which of the following:

- ☐ religious accommodations
- ☐ affirmative actions
- ☒ family issues

